



Impact of COVID-19 on women

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Introduction

Survey conducted in March 2021

Total of 271 responses

Just over half (56%) were service organisation, (36% Manufacturing, 8% Distribution)

31% had fewer than 50 employees, 24% had over 500 employees





Changes For Women During COVID-19

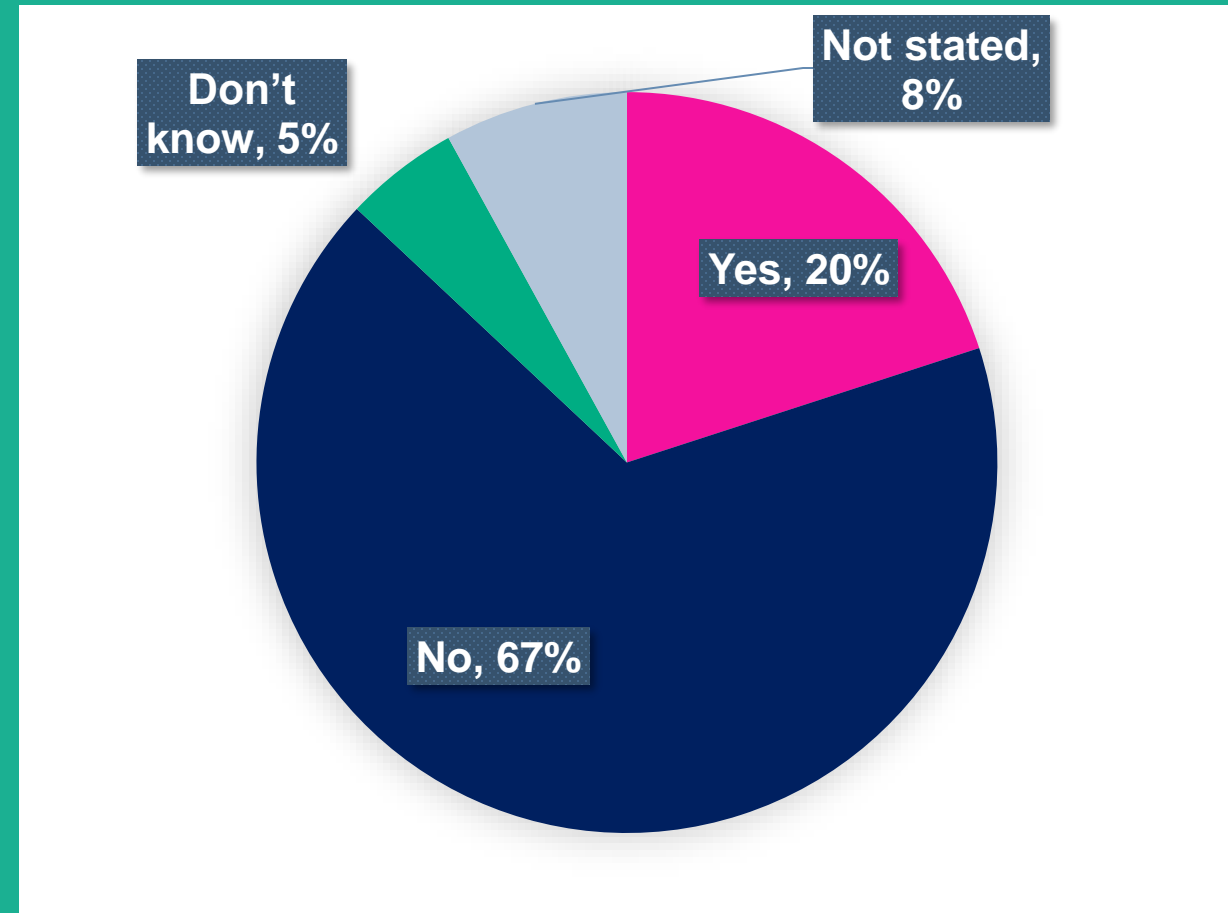


Issues faced by men and women

1

Changes in position of women since March 2020

- Have you noticed any change in the position of women in your organisation since the beginning of COVID-19 restrictions in March 2020?



What were the main changes?

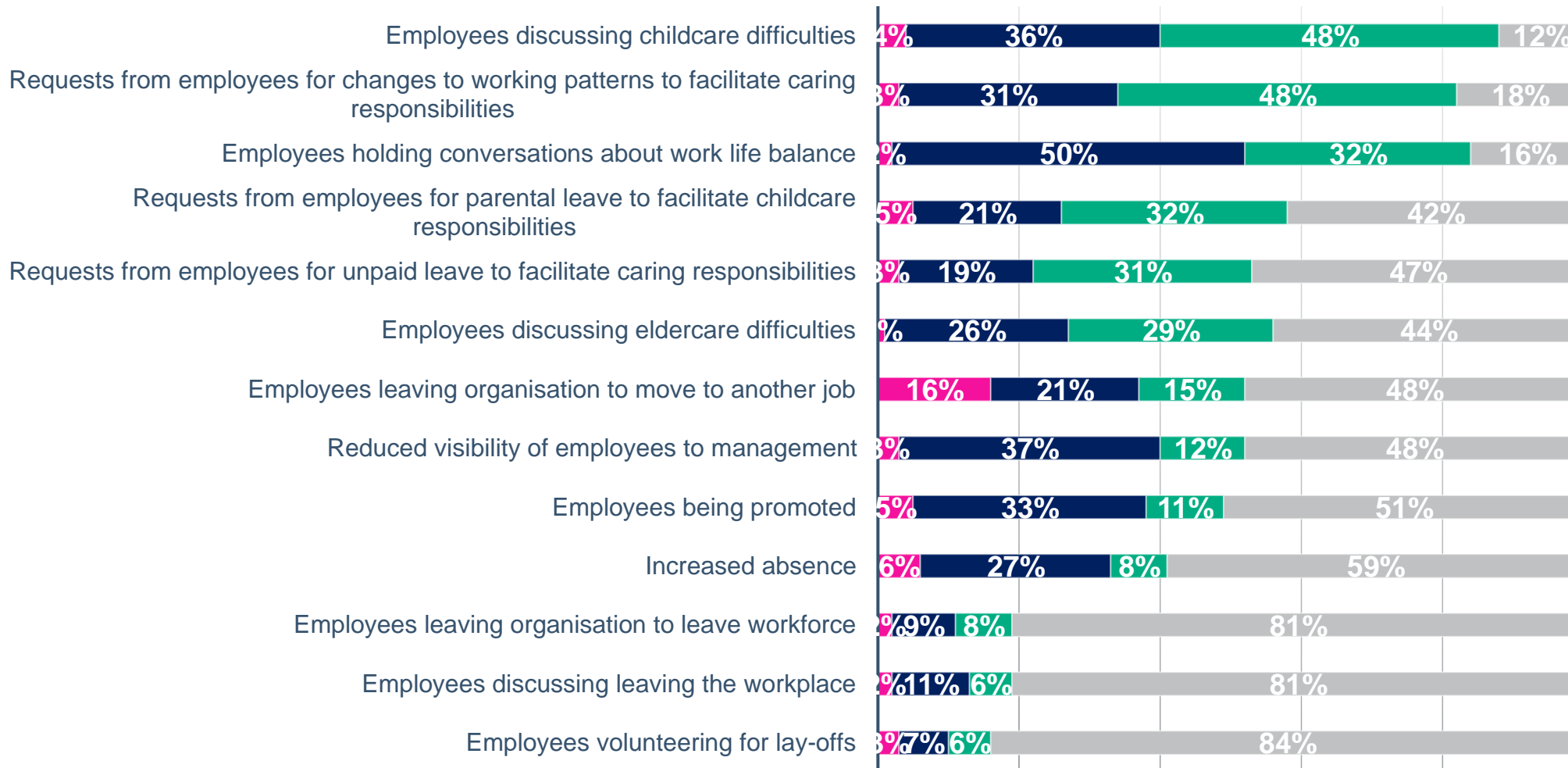
- Impact of childcare responsibilities
- Impact of home schooling
- Increased pressure and stress
- More working early starts and late finishes
- More time off for elder care
- Increased requests for worktime flexibility and working from home

Since the beginning of covid restrictions in March 2020, has your organisation experienced any of the following?



■ More men than women ■ More women than men

Since the beginning of covid restrictions in March 2020, has your organisation experienced any of the following?



■ More men than women
 ■ Similar numbers of men and women
 ■ More women than men
 ■ Not applicable/Don't know

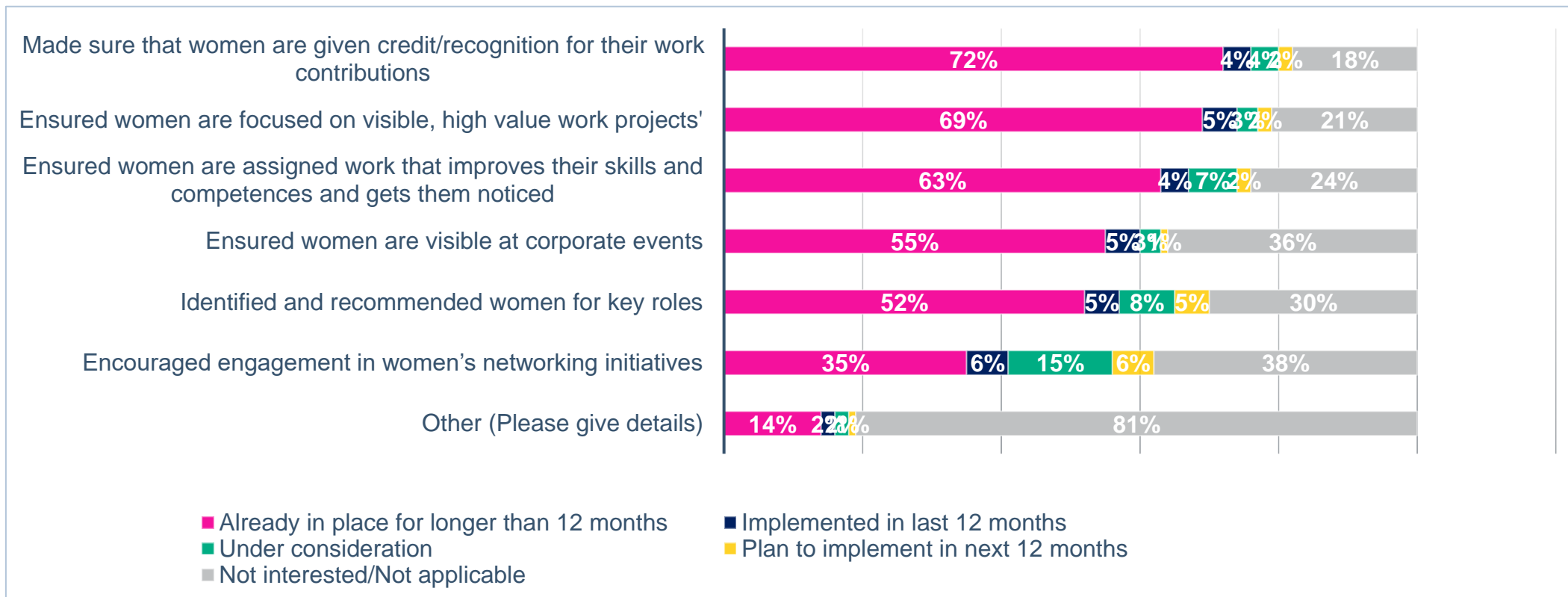
Visibility For Women During Covid-19

Actions taken by organisations on visibility of women

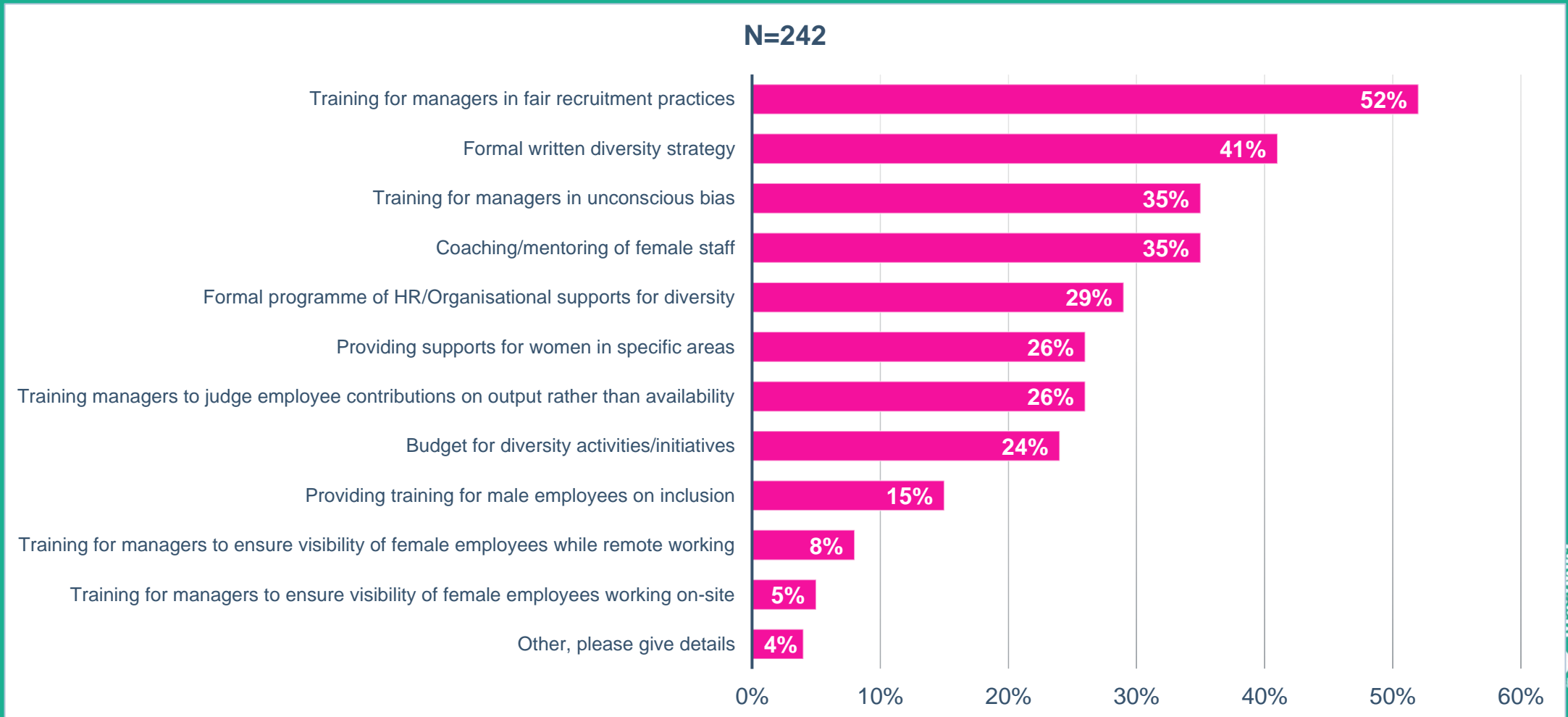
2

Visibility actions

Has your organisation implemented any of the following in the past 12 months?



Does your organisation have any of the following in place?



Most effective initiatives* implemented

In your opinion, what has been the most effective initiative* undertaken by your organisation in relation to improving the position of women in your organisation? Please give details.

	No. of cases
Womens network/coaching	12
Women predominating in organisation/rebalancing towards male	9
Female Leadership of organisation/role models	9
Equal opportunities employer	8
Flexible working policies/practices	7
Training on unconscious bias/professional development/leadership	7
No specific initiatives in place	7
Remote working	6
Recruitment of women/balanced slates	6
Global focus/network	4
Diversity targets/actions/goal setting	4
Culture of respect/promoting D&I	3
Involving and promoting female employees	2
High potential programmes for both males and females	2
New role of diversity director/diversity advisor created	2

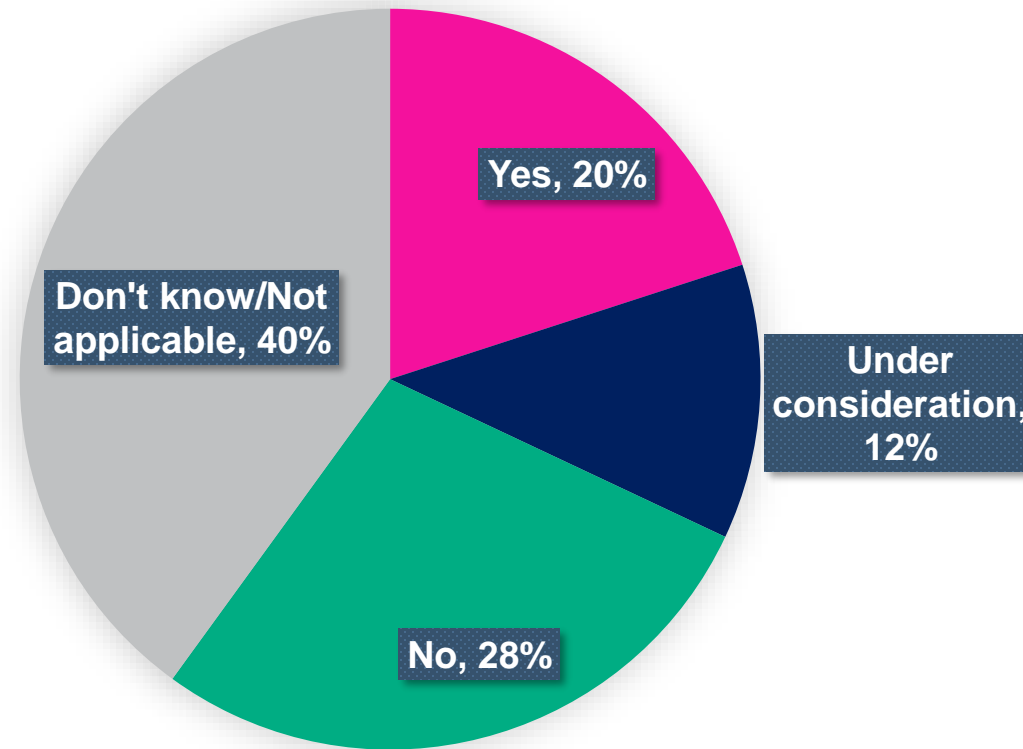
*included only those appearing in more than one organisation

Looking Ahead

New initiatives planned

3

Does your organisation plan to implement any initiatives to support women in the next 12 months? (N=233)





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